

Memorandum of Understanding (MOU)
International Federation of Professional and
Technical Employees (IFPTE), Local 28
And
The NASA Glenn Research Center

This MOU is a result of the implementation of random vehicle inspections at the NASA Glenn Research Center and Plum Brook, effective November 26, 2007. The Union continues to maintain the position that random searches are illegal and that no amount of negotiation will legitimize an illegal search. The Union will complain and seek relief in a separate forum. However, this MOU is an attempt to reach agreement on management's implementation of the random search program and the Union's best effort to protect employee rights. Management's position is that random vehicle searches are necessary to protect Center personnel and property. The Center has the right based on 5 USC 7106(a)(1), to establish internal security practices including establishing policies and practices that are part of the Center's plan to secure or safeguard personnel, physical property, and operations against internal and external risks. This is a reserved management right and is, therefore, non-negotiable. The parties agreed to the following:

1. Random vehicle inspections will be conducted in accordance with the NASA Security Program Procedural Requirements NPR 1600.1, Chapter 7.5 (Inspection of Persons and Property).
2. Denial of access applies to any vehicle the employee is operating until consent is provided for the inspection. An employee who is randomly selected for a vehicle inspection and refuses to consent to the inspection will be denied access and any future access to the Center is contingent upon the consent to the vehicle inspection. An employee may leave and return on foot, bus or as a passenger in another vehicle.
3. Employees who refuse a random vehicle inspection and elect to go home for the day are required to request leave from their supervisor in accordance with established leave procedures.
4. An incident report will be prepared when an employee refuses to consent to the random vehicle inspection. The incident report will be maintained in the Security Report Database and notification will be made to the appropriate management official and the Office of Human Capital Management, Employee and Labor Relations Branch. Refusal to consent to a random vehicle inspection alone is not a basis for disciplinary action.
5. After denial of vehicle access, any vehicle operated by the employee will require an initial inspection prior to access. Once consent is provided, inspection is completed and access is granted then the employee's vehicle is included in the normal random inspection program for all vehicles which enter the Center.

6. Security will not confiscate any items from any vehicles which are inspected at the Center. The local police or the NASA OIG will be contacted for further adjudication of items that are suspected of being illegal to possess. Firearms are illegal to possess on NASA property.
7. Drivers will be requested to transport items off the Center which are legal to possess but are on the prohibited list and upon return will be subject to vehicle re-inspection.
8. Notification of the implementation of random vehicle searches at GRC and Plum brook will be posted on Today@Glenn on Tuesday, November 21, 2007.

Agreed to by:

_____/s/_____
Lori Oden Pietravoia

_____/s/_____
Virginia Cantwell

Date: 11/28/07